

## **Certified Officer Program**

Norfolk accepts certified officer transfers for applicants who possess a Virginia or out-of-state law enforcement certification. After completing a 4-12 week of training (depending on your certification and qualifications), you may be on the street working as a Norfolk Police Officer.

### **Eligibility**

To be eligible for a certified transfer, the applicant must have a minimum of two(2) years of full-time sworn law enforcement experience and his/her last employment date (date applicant terminated employment with previous employer) must be less than 24 months from the new appointment date (date applicant is hired by the City of Norfolk).

### **Application Process**

Certified applicants must follow the same steps for employment as non-certified applicants:

- Submit a fully completed online application
- Pass the physical ability and 1½ mile run testing
- Pass the written test
- Complete and submit a Personal History Booklet
- Polygraph examination
- Background investigation
- Oral Review Board
- Psychological and medical evaluation (includes drug testing)
- Final selection by the Chief of Police

On the application where it directs you to list the position you are applying for indicate “Certified Police Officer” as well as in which state(s) you are certified (i.e., Virginia, New York, Florida, North Carolina, etc.)

In addition to the required documents listed on the Public Safety Application, applicants must submit a copy of their training record indicating entry level curriculum, topics covered, and hours dedicated to each topic. Also, any other certifications you have acquired.

**Certified Officer Training Period** - The Norfolk Police Academy training staff will determine the specific training required of the applicant.

After completing the required training, the officer will be assigned to Patrol Division with a field training officer for approximately 4-6 weeks of on-the-job training. The officer is on probation for a period of one year.